UCSF
Newsbreak

News for the UCSF Campus Community VOL. 11, NO. 17 OCTOBER 11, 1996

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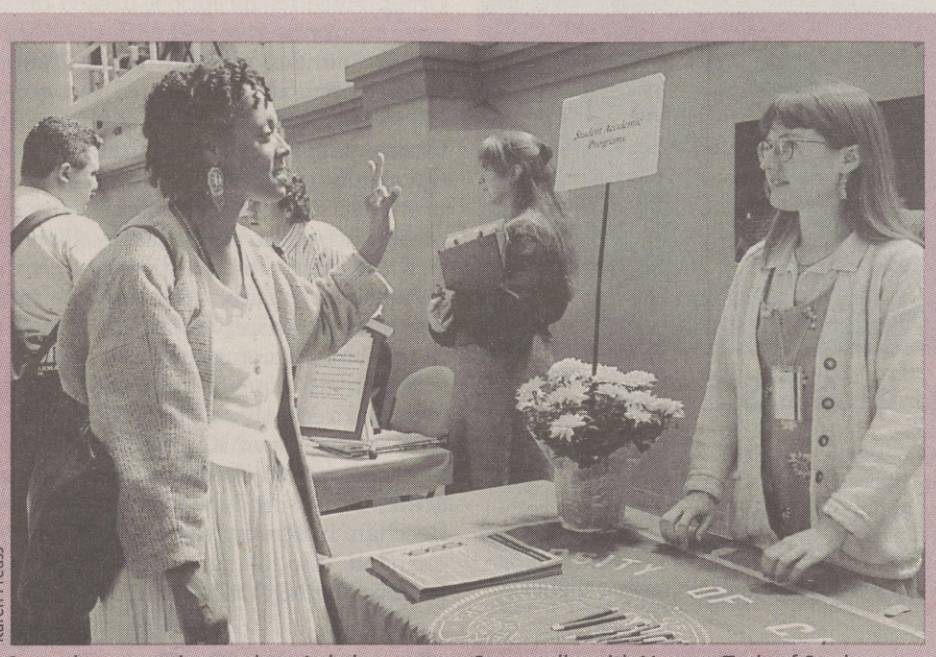

Karen Preuss

Second-year nursing student Ankahasanamen Stone talks with Yvonne Tevis of Student Academic Programs at the recent orientation day.

SCHOOL OF NURSING

By LISA CISNEROS

(Editor's note: This is the second of a series on what's new at UCSF's four schools and Graduate Division. A story about the Graduate Division will follow in the next issue.)

Recognizing the need for graduate students to examine the impact of managed care on health care delivery and to analyze clinical effectiveness through outcomes evaluation, the School of Nursing's new course offerings are a sign of the times.

In the past, all master's students had been offered a single clinical core program, but this year, the school is launching a new one for master's nursing students seeking advanced practice specialization that is not based in primary care. The new core offers a trio of courses designed for today's health care market: program development and management, measuring outcomes evaluation and clinical implications of managed care.

"These courses are critical to clinical nurse specialists working in the managed care environment as case managers," says Marilyn Flood, associate dean of academic programs. "We have to be responsive to the changes in the external environment. As that pace of change is rapid and unpredictable, we need to be agile but thoughtful in making decisions about change in the curriculum."

The specialist core idea rose after careful review of industry trends as well as conversations with practicing clinical nurse specialists working in managed care settings. The course content will provide students with the educational preparation and skills that are crucial for them to be able to manage complex cases in acute care settings and then to smooth the transition to skilled nursing facilities or home. Nurse practitioners can take these courses as electives.

The launching of a new clinical core is an extension of a total review of the master's curriculum, which began three years ago in the School of Nursing, after a report by the Pew Health Professions Commission recommended that educators make a dramatic shift in teaching tomorrow's health care providers, Norbeck explains.

With nurse practitioners well-suited for health care strategies that focus more on prevention and primary care, the school set out to revise courses for its nursing specialists to include more population-based approaches to care, Norbeck says.

"There will be a greater emphasis on community-based practices, such as the recently approved grant to support home care nursing," Norbeck says.

(See **Nursing** on page 2)

SCHOOL OF MEDICINE

By LISA CISNEROS

No professional training school can long insulate itself from a volatile marketplace in which its graduates will one day compete and serve. And UCSF's School of Medicine is no exception.

Under the leadership of Dean Haile Debas, a member of UCSF's Clinical Services Executive Board and the Chancellor's Task Force on Health Care Reform, the school has worked hard to coordinate clinical strategies planning and decision-making processes with the Medical Center and medical group.

"Despite all the turmoil and uncertainty surrounding us, the UCSF School of Medicine is healthy and thriving," Debas says, commending faculty, housestaff and staff for their ongoing commitment and contributions while at the crossroads of medicine.

Of course, the most profound impact on medical education will likely occur in the aftermath of the proposed merger with Stanford. UC Regents are expected to take up the issue again at a special meeting on Nov. 8 at Laurel Heights (See story above.)

During the negotiations, Debas has been a strong advocate of an alliance with Stanford, which he sees as imperative to the future of UCSF, both academically and economically. "The similarity of the institutions' basic missions and the excellence for which we are known suggest there is a strong strategic fit that would produce synergy and vitality in areas beyond patient care," Debas says.

Indeed, UCSF and Stanford's medical schools will remain independent, but if the medical centers merge, stu-

(See **Medicine** on page 2)

Martin talks merger at ABOG luncheon

By BRAD FOSS

One of the major benefits of merging UCSF and Stanford, Chancellor Joseph Martin says, is ending the "medical arms race" between the two institutions.

"Merged, UCSF and Stanford can pursue missions and goals more cost effectively through economies of scale and the elimination of duplication. This includes deescalating the equipment race, which I more pejoratively call the medical arms race, in which institutions are compelled to match their competitors, MRI for MRI, gamma knife for gamma knife," Martin said.

Speaking to UCSF business managers during a Sept. 30 luncheon, Martin reiterated various reasons why UCSF is seeking to form a private, non-profit health care corporation with Stanford.

Meanwhile, an independent team of experts in academic medicine and business leaders are expected to report on the financial viability of the proposed merger at a special Nov. 8 meeting of the UC Board of Regents at Laurel Heights. Aided by consultants from the firm Ernst and Young, senior managers of the UCSF Medical Center and Stanford Health Services had developed a business analysis that outlines major economic benefits of a combined organization.

In July, the Regents requested confirmation of that analysis by a third party team. That team, headed by F. Warren Hellman, general parnter of Hellman & Friedman, also is expected to determine what, if any, further analysis should be conducted before Regents make the final complex and historic decision to merge.

The actual proposal for formation and capitalization of the new entity will be considered at the regular meeting of the Board of Regents on Nov. 14 and 15, also at Laurel Heights. The Regents' decision

(See **Merger** on page 3)

Group meets to plot future of UC medical education

A 28-member team appointed by UC President Richard Atkinson convened its first time this week charged with the task of planning a strategy to best educate tomorrow's medical students to meet the future health care needs of humanity.

The Commission on the Future of Medical Education — with academic and health care business leaders as members — met Oct. 9 and 10 as Newsbreak went to press.

The committee will discuss California's demographic, epidemiologic and economic health care requirements for the 21st century, ponder medical education funding as well as devise a plan to adapt education to the exploding managed care environment. It will also explore potential linkages between the health care industry and academic medical centers and consider the implications of advances in information technology for medical education.

Each campus is represented on the commission, which is expected to meet again in January and April. The commission is expected to give its final report with recommendations to Atkinson in May.

"I believe that the University of California must take aggressive action to assure our continued leadership in the academic medical community, and I anticipate that the commission's recommendations will help us in developing a plan...to meet the health care needs of the state," says Charles B. Wilson, senior associate to the president on medical affairs and famed UCSF neurosurgeon.

Jane Norbeck, dean and professor of the UCSF School of Nursing, will serve on the commission along with Sandra Hernandez, director of the San Francisco Department of Public Health, State Assemblyman Phillip Isenberg (9th Dist.) and Kenneth Kizer, undersecretary for the US Department of Veterans Affairs.

One of the major topics expected to be discussed at length is the existing gap between the quality of current medical practice and the best practice. The commission will devise strategies and methods for closing that gap.

From the private sector, members include David M. Lawrence, chairman and chief executive officer of Kaiser Foundation Health Plans & Hospitals, Albert Martin, medical director of Blue Shield of California and William Rutter, chairman of Chiron Corp.

Hearing on UCSF's development plan set for Oct. 24

By BILL GORDON

A public hearing on the revised and recirculated chapters of the draft environmental impact report (EIR) on UCSF's 1996 Long Range Development Plan (LRDP) will be held at 7 p.m. on Thursday, Oct. 24 in the auditorium at Laurel Heights.

Both the draft LRDP and the draft EIR are expected to be presented to the UC Board of Regents for final approval in January.

Two new components and a modification in one portion of the EIR have been released for public review until Thursday, Nov. 7.

The draft LRDP provides guidelines for the renovation or replacement of aging and obsolete buildings at the main Parnassus Heights location and other UCSF sites and for the development of additional space at a new location. The objective of the LRDP is to provide additional space for laboratories and other academic programs, ease crowding at Parnassus Heights, and consolidate programs currently scattered throughout the city.

Program revisions include the relocation of a planned new laboratory building on Parnassus Heights. Recent feasibility and economic studies by UCSF planners found advantages to building the new facility at the site of the Laboratory of Radiobiology building on the main campus instead of on another nearby site proposed in the original plan.

Two new chapters in the draft EIR assess the effect of the proposed merger of UCSF Medical Center and Stanford University Medical Center and describe the recently announced merger of the UCSF Medical Group and California Pacific Medical Group into a new physicians network known as Brown & Toland Medical Group.

The new information notes that it is now reasonably forseeable that opera-

(See **LRDP** on page 6)

Gazette

Honors & Awards

Dorothy F. Bainton, professor of pathology and the vice chancellor of academic affairs: Elected a fellow of the American Academy of Arts and Sciences in recognition of her distinguished contribution to the fields of medicine and public health.

Diane Binson, Center for AIDS Prevention Studies: Received an award from the Society for the Scientific Study of Sexuality for her recent publication in the Journal of Sex Research.

Cecily Cosby, nurse practitioner and assistant clinical professor of mental health nursing: Received the Joanne Ruiz Achievement Award for excellence in clinical practice in HIV care. This award is in memory of Ruiz, the first nurse in the US to become infected with HIV through occupational exposure.

Christina A. Cuomo and **Chun-Pyn Shen,** physiology and biochemistry (respectively): Received the Cancer Research Fund of the Damon Runyon-Walter Winchell Postdoctoral Fellowship Awards to support their research at UCSF. Each fellowship is for three years.

Holly De Groot and **Janice Swanson,** community health systems, and **Kathryn A. Lee,** family health care nursing: Inducted into the American Academy of Nursing.

Carlin Long, Cardiovascular Research Institute: Re-appointed a member of a Peer Review Committee for the American Heart Association for 1996-97.

Wesley Wong

A plaque for partnership in AIDS battle

Recognizing the support from Macy's West for HIV/AIDS research at SFGH are, from left, Jerry Sullivan, President of Macy's West; Michael Steinberg, Chairman of Macy's West; Morris Schambelan, UCSF professor of medicine and director of the GCRC at SFGH; Joseph M. "Mike" McCune, UCSF associate professor and associate investigator at the Gladstone Insitute of Virology and Immunology; Paul Volberding, UCSF professor of medicine and director of the AIDS Program at SFGH; and Joan Schwing, executive director of the UCSF/Macy's Center for Creative Therapies.

Biophysics group presents first Clements Prize

John A. Clements and his wife Margot have given a $25,000 gift to the Graduate Group in Biophysics, which will be used to establish a thesis prize to be awarded to an outstanding biophysics graduate each year.

Clements, a pediatric biologist associated with the CVRI and the Graduate Group since its inception, passed on the prize money he received with the Warren Alpert Foundation Award from Harvard Medical School. The award recognized Clements for his discovery of lung surfactant, a soapy substance that stabilizes the small air sacs of the infant lung and prevents them from collapsing. The synthetic surfactant developed by Clements was the first effective lifesaving treatment for respiratory distress syndrome and has significantly reduced the mortality rate among premature babies.

The first Clements Prize of $1,500 was awarded recently to Paul D. Thomas, a former student of Ken Dill, professor of pharmaceutical chemistry. Thomas is a staff scientist with Smith, Kline Beecham in Pennsylvania. His thesis was entitled "Modeling the Energetics of Protein Folding."

Nursing (from page 1)

Indeed, the UCSF Department of Community Health Systems is developing a new nursing specialty to improve the quality of home care. Funded by a three-year, $400,000 grant by the US Department of Health and Human Services, the school will establish a master's of science program in advanced practice home care nursing to prepare graduates to conduct comprehensive health assessments, diagnose and treat complex health problems of individuals, families and communities as well as train them on computer-based systems to manage patient care.

Despite all the changes in health care, Norbeck is optimistic about the long-term impact on nurses. "There's such strong evidence for the cost-effectiveness of advanced practice nurses in primary care, that in the long run, those roles will continue to be expanded and modified as health care evolves," she says.

Still, Norbeck will be part of a new commission to plan for the future education of students in the health professions. (See story on page 1.)

An ongoing challenge, Norbeck says, is securing adequate clinical training sites for students. "It's becoming more difficult to provide placement opportunities for students because in a competitive marketplace, fewer practices are allowing [teaching,]" she says. Indeed, at a time when the market demands treating patients in less time, limiting referrals to specialists and closely controlling costs of care, academic medicine is by its nature at a disadvantage because of its combined roles to educate, conduct research and treat patients.

"Right now we're looking for alternate approaches to our clinical placement needs," Norbeck says, adding that the school will be establishing a joint faculty committee to consider practice sites in the area.

"We will look to redefine our partnerships with agencies in addition to having some of our own practices," Norbeck says.

For the past two years, nursing faculty have managed the Valencia Pediatric practice in the Mission District, where pediatric and family nurse practitioner students get hands-on experience treating nearly 500 children a month in a primary care setting.

Since the school underwent a multimillion dollar modernization, complete with a high-tech teleconferencing center on the second floor, nursing faculty have been learning how to use the equipment to offer innovative approaches to instruction. This year, the school will be testing the long-distance teaching model with a project arising from the School of Medicine's program in occupational health, says Zina Mirsky, associate dean. And this winter, the school plans to offer a course in nursing administration to graduate students at Cal State Chico. This coming spring students at UCLA will be able to take a course in cardiac monitoring.

Medicine (from page 1)

dents and residents will have more opportunities for clinical training at both sites. School of Medicine faculty would remain UCSF employees, but some will have a chance for joint appointments at both sites, Debas says.

The Stanford merger aside, perhaps the biggest change in medical education is the need to teach more primary care physicians while continuing to train a cadre of distinguished specialists. Generalists fit the bill in the ever-evolving managed care arena as health maintenance organizations emphasize primary care and cost controls, in part, by limiting patient referrals to the more expensive services of specialists and reducing the length of stay in hospitals.

As part of its continuing goal to improve generalist training, the school will offer a new course called Foundations of Patient Care. This course will give all first- and second-year medical students a half day a week of clinical experience and practical skills that will better prepare them for clerkships as generalists, says Emilie Osborn, associate dean for curricular and student affairs.

As a result, this fall, all 141 first-year medical students will begin to see patients in early November. The Class of 2000 will be initiated into clinical practice at a White Coat Ceremony slated for Wednesday, Oct. 30, when senior faculty members will speak about the responsibility of the physician and the symbolism behind the white coat.

Internists Molly Cooke and Ellen Hughes, pediatrician Helen Loeser and Bill Shore of family and community medicine, have worked feverishly to prepare for the new interdisciplinary course. They have recruited more than 200 preceptors or mentors from a variety of disciplines to meet with student groups throughout the year.

"The logistics of faculty development, new syllabus preparation, and evaluation tools are mind-boggling," Osborn says, adding that she is delighted that some students will be co-taught by other health care professionals as well as physicians. "Nurse practitioners, anthropologists, and psychologists will join these teams to give their insights and points of view on the practice of medicine."

The effort to provide better training opportunities for generalists gained momentum when the school received a federal grant last year to support the Interdisciplinary Generalist Curriculum (IGC) project. The IGC's objective is to encourage the development and testing of curricular innovations intended to increase the number of generalists trained by US medical schools. The IGC presents an opportunity for experimentation of transdepartmental interdisciplinary teaching and strengthened integration across the curriculum.

Many of the proposals made in UCSF's application for IGC funding had already been identified as priorities by the school's Committee on Curriculum and Educational Policy (CCEP). As part of an effort to reduce redundancy, add relevancy and expand interdisciplinary approaches to medical education, two years ago the CCEP formed eight subject area committees charged with reviewing the curriculum across all four years.

Subject areas being explored include Brain & Behavior, Doctor/Patient & Society, Life Cycle, Metabolism & Nutrition, Cancer, Infection & Immunology, and CV/Respiratory/Renal. For example, the 36-member Doctor/ Patient & Society group, co-chaired by Cooke and Pamela Martin, psychiatrist, has identified issues such as communication, culture and diversity, as well as social and policy concerns that medical students need to address during their training as they seek to form strong alliances with their patients.

The school also is looking at revising required courses in the third and fourth years to determine whether students can have more electives in their last year. But such revisions have not yet been incorporated into the curricula this school year, Osborn says.

Contracts & Grants

Daniel D. Bikle, professor in residence at the VAMC: Awarded a grant of $135,700 from the American Institute for Cancer Reasearch for a 2-year study on the role that forms of vitamins A and D play in the development and treatment of skin, lung and intestinal cancers. The results of this innovative study could provide evidence used to determine how these cancers start.

Publications

Judith Levine, dental public health and hygiene: Author, "Helping Your Child Lose Weight the Healthy Way: A Family Approach to Weight Control" (Carol Publishing, New York, NY, 1996).

Bruce Scotton, psychiatry, **Allan Chinen,** psychiatry, and **John Battista**: Editors, "Textbook of Transpersonal Psychiatry and Psychology" (Basic Books, New York, 1996)

Correction

A photo cutline in the last issue of Newsbreak incorrectly identified the grand prize winner of the EMPACT! salsa contest. Sage Calloway of the anatomy department took the honor.

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RESEARCH ROUNDUP

Beta-agonists OK for asthma

Researchers in the National Heart, Lung, and Blood Institute's (NHLBI) Asthma Clinical Research Network (ACRN), which includes UCSF, have shown that beta-agonists are safe and effective for people with mild asthma.

"This study should lay to rest the concerns of the more than seven million Americans with mild asthma — and their physicians — about the safety and effectiveness of inhaled beta-agonists," said NHLBI Director Claude Lenfant.

Taking an inhaled beta-agonist at regularly scheduled times is safe but provides no greater benefit than taking the medication only when asthma symptoms occur, researchers found. The scientists recommend that physicians treating patients with mild asthma prescribe inhaled beta-agonists only on an as-needed basis.

The study also demonstrates that contrary to what some earlier studies suggested, mild asthma patients continue to have a good response to inhaled beta-agonists, even after months of daily use. Beta-agonists are a class of drugs that relax airway smooth muscle and provide relief of asthma symptoms, rather than treating the underlying inflammation that produces the symptoms.

Obesity big risk factor for Type II diabetes

Obesity has long been known to be a major risk factor for diabetes, but the reason why has been unclear until now. UCSF researchers report that obesity's contribution to the onset of diabetes may be to increase levels of a protein that hampers the ability of cells to use the hormone insulin.

Many cases of the most common form of the disease, called type II diabetes, may be caused by a previously unsuspected protein called PC-1, says Ira Goldfine, director of the Division of Diabetes and Endocrine Research at UCSF/Mount Zion Medical Center and the leader of the research team.

According to Goldfine, professor of medicine and physiology at UCSF, it may be possible to successfully treat diabetes in a significant percentage of cases by developing drugs that target PC-1.

"Our work suggests the protein PC-1 has a role in the failure of many obese individuals to respond normally to insulin," he says. "This insulin resistance is a major risk factor in the development of diabetes. In addition, insulin resistance now also appears to be implicated in processes that independently lead to heart disease. For both reasons we think it's important to learn more about how PC-1 works."

Estrogen may prevent common arthritis in women

Estrogen replacement therapy may decrease an elderly woman's chance of developing osteoarthritis in the hip, a UCSF researcher has reported.

"The new research indicates that estrogen may play a role in the prevention of osteoarthritis, the most common form of arthritis," says Michael C. Nevitt, UCSF assistant professor of epidemiology and biostatistics.

Affecting an estimated 16 million Americans, mostly elderly women, osteoarthritis is a degenerative joint disease that is characterized by the breakdown of the joint's cartilage—the part of the joint that cushions bones where they join together.

Researchers found that the women who were currently taking estrogen had nearly a 40 percent lower risk of having any osteoarthritis in the hip compared to women who had never used estrogen. Their risk of developing moderate to severe disease was even lower, Nevitt said.

In addition, researchers found that current users who had taken estrogen for 10 years or longer had a greater reduction in the risk of any hip osteoarthritis (43 percent lower risk) compared to users for less than 10 years (25 percent lower risk). Prior use of estrogen was not associated with a lower risk of hip osteoarthritis.

UCSF seeks help to meet utility needs

By JOE ROSATO

A freeze on utility budgets at UC campuses has prompted UCSF's Facilities Management Department to find ways to stay within its $10 million budget even as usage of electricity and water continue to rise.

"The problem is that our budget cannot be adjusted for this increased usage," explains Mike Goff, manager of the utilities division at UCSF.

For its part, the department is retrofitting light fixtures to install more efficient flourescent bulbs, constructing a multi-million dollar cogeneration plant and installing energy-saving equipment whenever it can.

Hoping to get cooperation from the campus community, the department launched an energy awareness campaign this fall to further these conservation efforts. The campaign stems from a UC Office of the President decision that froze utility budgets and transferred the management responsibilities to each campus. State legislators said campuses could keep any savings generated through conservation programs.

"We're required to live within our budget and our numbers for water and energy just keep going up," Goff says. "We need to get our figures going the other way, particularly electricity."

The Parnassus campus used about 80 million kilowatt hours of electricity — 84 percent of the University's total use — at an annual cost of about $6 million last year. By comparison, in 1992-93, the Parnassus campus used about 72 million kilowatt hours of electricity at a cost of about $5.7 million.

UCSF used nearly 252 million gallons of water last year at the Parnassus campus — 80 percent of the University's total use — at a cost of nearly $1.8 million. In 1992-93, the height of the last drought, the Parnassus campus used nearly 233,500 gallons of water costing about $1.3 million.

To help ease the energy load, a cogeneration plant is under construction and is scheduled for completion in late fall of 1997. The new plant will replace a 50-year-old steam-producing boiler plant that Goff says could not pass new stringent air quality standards imposed by the state. It's estimated the boilers would need about $6 million worth of upgrades to meet new lower emission standards.

While UCSF faculty, staff and employees will not notice a difference, Goff says, "Once our new plant is completed and fully operational, it will satisfy most of our campus needs more cheaply and make us relatively independent of PG&E in the production of electricity."

A bonus of cogeneration is the production of steam as a by-product which can be used for heating and chilling the campus.

The department's goal is to at least start to reduce the rate of increases in utility usage. The flourescent bulbs and other projects are expected to conserve between 20 and 30 percent of total lighting costs, which account for one-fifth of electricity use at UCSF.

Any savings from the cogeneration plant are dedicated toward repaying the construction cost of the $40 million facility. Energy-saving measures have already produced about $114,000 in rebates that the department reinvests in other energy-related projects.

UCSF revamps research procedures

by BRAD FOSS

A massive effort known as the Research Administration Project (RAP) is underway to simplify UCSF's knotty research administration procedures.

During recent surveys and interviews with faculty and staff to assess research administration services on campus, 80 percent reported discontent with these services.

Karl Hittelman, associate vice chancellor for Academic Affairs and chair of RAP, says creating a database of funding sources to be shared by faculty and training employees to be broad-based research administrators are essential to fixing the system he describes as "hyper-complicated."

"I view this as fundamental to UCSF's competitiveness," he says.

As UCSF faculty procure more grants and contracts — receiving 75 percent more grants than in 1990 and double the number of contracts from private enterprise since 1980 — they have also become burdened with the day-to-day management of their funding applications,— creating budgets, getting approval signatures, and filling out paperwork.

Under an emerging model for a new administrative system, these responsibilities will be transferred to specialists, known as local research advocates (LRAs), who will become the principal contact person for faculty. LRAs will be given signature authority to expedite grant and contract submissions. Procedural changes will be piloted on campus during 1997.

Inefficiency in research administration did not happen overnight. The existing quagmire evolved as non-profit health organizations and private corporations, each with their own set of requirements, became major contributors to research, and as regulatory requirements, both inside and outside the University, proliferated. Because services changed in a non-systematized way, Hittelman says, what is needed now is a comprehensive overhaul to eliminate inefficiencies and to make the system more faculty-oriented.

The project will focus on problems identified in hundreds of surveys and interviews conducted last spring with faculty and staff members, and on analyses of technology and personnel support at UCSF.

Only 16 percent of faculty expressed satisfaction with the University's effort to identify and solicit funds for research, particularly from the private sector. Interviews revealed that grant proposals and award information gets entered into University computing systems in four departments a total of eight times. Work-flow maps detailing the research administration bureaucracy underscore the need to streamline services.

"We've known from faculty for a long time that there's a lot of dissatisfaction," says Angela Hawkins, associate dean of administration in the School of Pharmacy. Hawkins, a member of the RAP steering committee, says much of the paperwork now required by the University amounts to little more than rubber-stamping. "With the new model we're hoping we can utilize technology better and reduce the amount of going back and forth on things," she adds.

In addition, LRAs will work closely with the University's central research support services, reducing telephone traffic and expediting proposals.

Revamping complex research administration procedures is not a cost-cutting operation in disguise. In fact, Hittelman says, the $11 million now spent on staff support may increase modestly as unmet needs, such as for training and technology support, are met.

To read more about RAP: Go to (http://itsa. ucsf.edu/~researc/).

Merger (from page 1)

(and that of the Stanford University Board of Trustees) would be followed by a period of about six months, during which the merged entity would appoint its management team, organize administratively and develop operations, including staffing to begin the merged clinical activities around July 1, 1997.

At a time when health care delivery at the UCSF Medical Center is being transformed by the growth of managed care, the merger promises to provide a competitive edge in Northern California where market forces are most fierce. By combining the individual strengths of each medical center, the new public benefit corporation could improve the clinical and financial performance of patient care services, as well as strengthen the teaching and research programs of the respective schools, Martin says.

File Photo

Chancellor Joseph B. Martin

Securing an adequate patient base for the training of medical students and residents has become increasingly difficult, especially since patient days at the UCSF Medical Center have declined 28 percent. This loss of inpatients has resulted, in part, to a drop in operating gain as Medical Center revenues have dwindled over the past four years from $31 million to an estimated $5 million this year.

"A one percent margin is not considered in most businesses as a very safe margin to operate under," Martin told ABOG members.

The chancellor made his remarks several days after the San Francisco Board of Supervisors unanimously passed a non-binding resolution that opposes the merger "until information regarding the full impact on employment and health care is provided to the City and the public."

But the full impact on employment cannot be determined yet, UCSF officials say. In response to concerns raised by the public and employees, UCSF officials have said the exact number of positions available in the merged company will not be identified until the new organization defines its staffing plan. Any staffing reductions under the merged institution are likely to be less than might otherwise occur if UCSF and Stanford remain separate, officials maintain.

"In the best interests of all, we will do everything possible to try and maintan each of the things we value so greatly here at UCSF and preserve as many jobs as possible," Martin said.

Earlier this year, Dean Haile Debas, Director Bill Kerr and Martin made a promise that the new entity will offer employment to 95 percent of the UCSF workforce directly affected by the merger.

If patient care volume improves, as is planned, staffing in clinical areas could be marginally increased.

The chancellor said with greater financial stability, UCSF can accelerate the movement of innovations from the laboratory bench to the bedside which will, ultimately, lead to improvements in the prevention, diagnosis and treatment of disease.

— Lisa Cisneros contributed to this report.

Oct. 12–25, 1996

12 Saturday

MID-LIFE WORKSHOP: A half-day seminar covering health issues that affect mid-life and post-menopausal women. Laurel Heights Conference Center. 8:45 a.m.-12:15 p.m. Free. Call 476-0668.

14 Monday

HOSPITAL NEW EMPLOYEE ORIENTATION: LPPI Auditorium. 8:30 a.m-1 p.m. Department personnel representatives should call John Frank at 476-3001 to schedule.

FACULTY, STUDENT, STAFF ART SHOW

UCSF community displays artworks at Millberry Conference Center. 12-6 p.m. Reception at 4 p.m. Call 476-6761.

CARING FOR A NEW BABY: New Chinese-language class sponsored by Great Expectations for Women's Health. A 326. 6:30-7:30 p.m. Call 476-6667.

MEDITATE TO COPE WITH ANXIETY: *Introduction to Mindfulness-Based Stress Reduction.* N 729. 6:30-8:30 p.m. Call 441-3731.

15 Tuesday

MEDITATION CLASSES: Conducted by Brahma Kumaris Meditation Center and sponsored by the Institute of Healing Arts and Sciences. C 417. 12-1 p.m. Call 563-4459.

ART SHOW: See Oct. 14 listing.

BROWN BAG LECTURE: Laura J. Esserman, assistant professor of surgery and co-director of the UCSF Breast Care Center and Deborah Hamolsky, nursing coordinator, present *Breast Cancer: Treatment Choices, Decisions and Responses* in Herbst Hall, 12-1 p.m. Call 476-4394. All Brown Bag Lectures are sponsored by Public Service Programs.

PROTEIN TRANSPORT SEMINAR: Tom Rapoport, Department of Cell Biology at Harvard Medical School, presents *Transport of Proteins Across Endoplasmic Reticulum Membrane* in HSW 301 at 4 p.m. Sponsored by the Herbert W. Boyer Fund. Call 476-5017.

CLASS ON HAPPINESS: Discover the path to more consistent, personal bliss. 7-8:30 p.m. Register at Millberry Fitness Center or call 476-1115.

16 Wednesday

CAMPUS BLOOD DRIVE

Millberry Union Conference Center. 8:30 a.m.-5 p.m. Call 476-6989.

BROWN BAG LECTURE: Laurence Paradis, executive director of Disability Rights Advocates, presents *Beyond Fear and Pity*, an examination of the social, legal and historic perspectives of the Americans With Disabilities Act. N 225. 12-1 p.m. Free. Call 476-4394.

TROY C. DANIELS LECTURESHIP

See upcoming events on page 5.

CHILDBIRTH & PARENTING FILM: *Understanding the Dimensions of Childbirth* is a video highlighting the uniqueness of each birth experience. A 326. 7-8 p.m. Call 476-MOMS.

17 Thursday

GAY, LESBIAN, BISEXUAL TRANSGENDER VIDEO SERIES: Part of an ongoing celebration of the groups noted above, *Hollow Liberty* is an examination of court decisions regarding state sodomy statutes and the "don't ask, don't tell" military service policy. S 163. 12-1 p.m. Call 476-2010.

LESBIAN LUNCH & DISCUSSION GROUP: Nanette Gartrell, associate clinical professor of psychiatry, talks about her National Lesbian Family Study. S 170. 12-1 p.m. Call 476-5836.

COLE HALL CINEMA: Millberry Arts and Performances presents *Hunchback of Notre Dame.* Children under 14 pay $2; UCSF students and MU members, $2.50; UCSF staff, seniors and other students, $3; general public, $3.50. Cole Hall. 5:45 p.m. and 8 p.m. (Film subject to change). Call 476-2542 or www.ArtsPerfs.ucsf.edu.

BROWN BAG LECTURE: Room 125, Mission Center. 12-1 p.m. See Oct. 15 listing.

18 Friday

NUTRITIONAL MEDICINE BASICS: Sponsored by the Institute of Healing Arts and Sciences. Scott Anderson explains why food is essential in healing. N 721. 12-1 p.m. Call 330-5353.

POETRY READING: A reading with live music as part of the Embracing Rainbows series of events celebrating cultural diversity at UCSF. Toland Hall. 12-2 p.m. Free. Call 476-5222.

UC REGENTS MEETING: Laurel Heights Conference Center.

COLE HALL CINEMA: Millberry Arts & Performances presents *Hunchback of Notre Dame.* 6:30 p.m. and 8:30 p.m. See Oct. 17 listing for ticket costs.

CHILDBIRTH PREPARATION SERIES: Fridays through Nov. 1. Sponsored by Great Expectations for Women's Health. 6:30-8:30 p.m. Call 476-6667 to register.

19 Saturday

PAIN MANAGEMENT IN THE 21ST CENTURY: Learn how to manage pain effectively in a workshop presented by the faculty and staff of the UCSF/Mount Zion Medical Center's Pain Management Center. Laurel Heights Conference Center. 8:30 a.m.-12:30 p.m. Call 750-5342.

FREE SKIN CANCER SCREENINGS

Learn about and get tested for skin cancer in an event sponsored by the Department of Dermatology. Third Floor, ACC. 9 a.m.-1 p.m. For information or to make an appointment call 476-9219.

COLE HALL CINEMA: Millberry Arts & Performances presents *Hunchback of Notre Dame.* 6:30 p.m. and 8:30 p.m. See Oct. 17 listing.

21 Monday

VISITING NEUROLOGY LECTURER: Donald H. Gilden, professor of microbiology at the University of Colorado School of Medicine, presents *Strategies to Identify an Antigen and Sequences Unique to Multiple Sclerosis* in N 225 at 4 p.m. Call 476-9202.

BETTER VISION NOW: Doug Holsclaw, assistant clinical professor of ophthalmology, presents new surgery options for the correction of nearsightedness and astigmatism. Beckman Vision Center, 6 p.m. Free. Call 476-5021.

22 Tuesday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

VIDEO DOCUMENTS INTOLERANCE: *The Shadow of Hate* looks at the history of intolerance from the Quakers of New England to the ethnic and social tensions that divide cities today. MCB 125. 12-1 p.m. Call 476-2010.

A MESSAGE ON DIVERSITY

Rev. Cecil Williams, Minister of Liberation, Glide Memorial United Methodist Church talks about the merits of diversity and affirmative action as part of the Embracing Rainbows series of events. HSW 302. 12-1 p.m. Call 476-2557.

23 Wednesday

ROBERT BINKLEY VISITING PROFESSOR: David C. Brewster, clinical professor of surgery at Harvard Medical School, presents *Current Controversies in the Management of Aorto-iliac Occlusive Disease* at Toland Hall, 7 a.m. Call 476-2381.

BROWN BAG LECTURE: Patricia Salber, president and co-founder of Physicians for a Violence-free Society presents *Another Way to Save a Life.* N 225. 12-1 p.m. Call 476-4394.

CONTINUING EDUCATION

MEDICINE

For more information, call 476-4251.

Minimally Invasive Techniques for Facial Rejuvenation. Thursday through Sunday, Oct. 17-20. SF.

Office-Based Orthopaedics for the Primary Care Physician. Thursday through Sunday, Oct. 17-20. SF.

The Skin From A to Z: Tips on Practical Therapy and Office Techniques. Saturday-Sunday, Nov. 2-3. SF.

Otolaryngology Update 1996. Thursday through Saturday, Nov. 7-9. SF.

Annual Advances Seminar in Urologic Surgery: Innovations in Urologic Surgical Techniques. Friday and Saturday, Nov. 8-9. Sheraton Palace Hotel, SF. Call 476-6343.

Group Therapy Symposium: Demonstrating Group Psychotherapy. Friday through Sunday, Nov. 8-10. The Mark Hopkins Hotel. Call 476-5808.

DENTISTRY

For more information, call 476-1101.

CCDE Fall Participation: RDA/RDH Extended Functions. Sept.-Nov. $1,995.

Temporomandibular Disorders, Orofacial Pain and Occlusion Study Group. October 1996-June 1997. $1,895.

Dental Depositions: Legal Risk Prevention for Your Dental Practice. Friday, Oct. 18. $149/$99.

New Non-Surgical Treatment Strategies for Problem Periodontal Patients. Saturday, Oct. 26. $149/$99.

Restorative Dentistry Update 1996. Friday, Nov. 8. $149/$99.

Oral Pathology-A Clinical Pathological Board Review Course. Saturday, Nov. 9. $149/$99.

INFORMATICS CLASSES

The UCSF Library offers the following Informatics Training Seminars. Classes are held in S 165A, Medical Sciences Building (MSB), the ILC, Classroom at 222 Library (LIB) and the San Francisco General Hospital Library (SFGH). Call 476-2337 for a complete schedule.

Introduction to the Internet. Monday, Oct.14, 2-4 p.m. (SFGH)

HIV/AIDS. Wednesday, Oct. 16, 3-5 p.m. (SFGH)

Nursing Information Resources. Wednesday, Oct. 16, 6-8 p.m. (LIB)

Introduction to MEDLINE. Thursday, Oct. 17, 9-11 p.m. (LIB)

The World Wide Web. Thursday, Oct. 17, 10 a.m.-noon. (SFGH)

Psychology Information Resources. Friday, Oct. 18, 10 a.m-noon. (LIB)

Introduction to the Internet. Friday, Oct. 18, 10 a.m.-noon. (SFGH)

Writing for the World Wide Web: HTML. Monday, Oct. 21, 9 a.m.-noon. (MSB)

Introduction to the Internet. Monday, Oct. 21, 2-4 p.m. (SFGH)

Health Care Reform Information Resources. Tuesday, Oct. 22, 10 a.m.-noon. (SFGH)

The World Wide Web. Wednesday, Oct. 23, 10 a.m.-noon. (SFGH)

MELVYL Databases. Wednesday, Oct. 23, 2-4 p.m. (LIB)

Introduction to the Internet. Wednesday, Oct. 23, 6-8 p.m. (LIB)

HIV/AIDS Information Resources. Thursday, Oct. 24, 9-11 a.m. (MSB)

Introduction to the Internet. Thursday, Oct. 24, 2-4 p.m. (SFGH)

Using EndNote for Macintosh. Friday, Oct. 25, 10 a.m.-noon. (MSB)

COMPUTER TRAINING

Facilities Management offers the following classes for PC users. All classes held at the FM Training Room, 3130 20th Street. Shuttles leave from UCSF/Mount Zion, Parnassus and SFGH. Half-day class is $135, full-day is $215. Call 476-6825.

Windows 1. Friday, Nov. 8, 8:30 a.m.-noon.

Word for Windows I. Thursdays, Oct. 17 and Nov. 14 and Tuesday, Nov. 19, 1-4:30 p.m.

Windows 95. Wednesday, Oct. 23 and Thursday, Oct. 31 from 1 p.m. to 4:30 p.m. Friday, Nov. 1, 8:30 a.m.-noon. Tuesday, Nov. 12 and Thursday, Nov. 14, 1-4:30 p.m.

Excel for Windows I. Thursday, Oct. 17 8:30 a.m.-noon, Thursday, Nov. 7, 1-4:30 p.m.

Word for Windows II. Tuesdays, Oct. 29. and Nov. 5, 8:30 a.m-noon.

Windows II. Tuesday, Oct. 22. 8:30 a.m.-noon. Tuesday, Nov. 5, 1-4:30 p.m. and Friday, Nov. 22, 8:30 am-noon.

Access for Windows I. Tuesday, Oct. 15 and Wednesday, Nov. 6, 9 a.m.-3 p.m.

Access for Windows II. Thursdays, Oct. 24 and Nov. 21, 9 a.m.-3p.m.

Word for Windows III. Wednesday, Oct. 16. 8:30 a.m.-noon.Thursday, Nov. 7, Wednesday, Nov. 13 and Tuesday, Nov. 26, 8:30 a.m.-noon.

Excel for Windows II. Wednesday, Oct. 16, Tuesday, Oct. 29 and Wednesday, Nov. 13. 1-4:30 p.m. Thursday, Nov. 28, 8:30 a.m.-noon.

Excel for Windows III. Friday, Oct. 18. 8:30 a.m.-noon and Wednesday, Oct. 30. 1-4:30 p.m. Friday, Nov. 15, 8:30 a.m.-noon.

Word for Windows IV. Tuesday, Oct. 22 and Friday, Oct. 25, Wednesday, Oct. 30, Tuesday, Nov. 12 and Wednesday, Nov. 27, 8:30 a.m.-noon.

Excel for Windows IV. Wednesday, Oct. 23 and Thursday, Oct. 31, 8:30 a.m.-noon.

DEVELOPMENT & TRAINING

Working Smarter, Not Harder. Thursday, Oct. 17, 8:30 a.m.-4:30 p.m. $100.

The UCSF Budget Process, An Overview. Thursday, Oct. 24, 9 a.m.-4:30 p.m. $60.

Supervisor's Guide to Performance Evaluation. Thursday, Oct. 31, 8:30 a.m.-4:30 p.m. $40.

Presentation Skills. Fridays, Nov. 1 and 8, 8:30 a.m.-4 p.m. $90.

Survival Skills for the Administrative Assistant. Tuesdays, Nov. 5, 12, 19, 26, 8:30 a.m.-noon. $70.

For more information, call 476-4032.

BACK LECTURE: Non-diagnostic class teaches participants how to prevent back injury through a mini-lecture on anatomy and specific strengthening and stretching exercises. Millberry Fitness Center. 6-7:30 p.m. Co-sponsored by Health Net and UCSF and SF Medical Groups. Registration required. Call 476-1115.

UCSF TALENT SHOW

A cappella choir Savina, pictured above, is one of the featured acts during the talent show. See upcoming events.

24 Thursday

TAY-SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. For appointments, call 476-4080.

ON GAY ADOLESCENTS & LESBIANS: The video *Generation Q* explores adolescent struggles with acceptance, recognition and respect. S 159. 12-1 p.m. New York's Lesbian Herstory Archives is a slide show in N 225, 7-9 p.m. documenting the lives of women, events, and conceptual categories from a lesbian perspective. Call 476-2010.

CHOOSING A PUBLIC SCHOOL: Susan Jacobson, author of Getting the Public School You Want, will speak. Sponsored by Marilyn Reed Lucia Child Care Center. S 174. 12-1 p.m. Call 476-1616.

PUBLIC REVIEW OF UCSF LONG RANGE DEVELOPMENT PLAN: A public hearing on revised chapters of the draft environmental impact report will be held in the Laurel Heights Conference Center, 7 p.m. See story on page 1 for details.

What's Happening

Regular meetings and ongoing support groups

Sunday

Healing Garden Working Days: Second and fourth Sundays. 2-4 p.m. UCSF/Mount Zion Cancer Center Healing Garden, 2356 Sutter. Call 885-3693.*

Monday

Art for Recovery: Monday and Thursday afternoons. Cancer Center, Infusion Center, second floor. Call Cindy Perlis at 885-7221.

Drop-in Support Group for Women Living with HIV/AIDS: Free lunch and beverages provided. A 45. 11 a.m.-12:30 p.m. Call 476-2417 or 476-9289.

Health Professionals in Recovery: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous, 12-step emphasis. Meets twice a month. Noon. Call 476-8279.

Friends of Lois Al-Anon Meeting: Closed meeting: for friends & families of alcoholics only. Room 521, MCB. Noon. Call 626-5633.

Breast Cancer Support Group: J 223, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6-7:30 p.m. Call 885-3693.*

Colorectal Cancer Support: Second and fourth Mondays. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:45-8:15 p.m. Call 885-7585.*

Melanoma Support Groups: Meets first and third Mondays for patients and family members. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:30 p.m. 885-7585*

AIDS Health Project Meditation & Self-Hypnosis Workshop: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Room, Davies Medical Center 7-9 p.m. Call 476-3902.*

Tuesday

SFGH Circle of Sisters: Monthly networking forum for black women working and studying at UCSF/SFGH. Call 206-8314.

UCSF Staff Council Meeting: Third Tuesdays. 11 a.m.-1 p.m. S 609. Call 502-7338.

MHONA: For victims of trauma with cross disabilities. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Helpline at 759-7923 provided daily, 7 a.m.-10 p.m.*

Exercise & Physiology Class for Cancer Patients & Survivors: Mount Zion Cardiac Care Gymnasium. 12:30-1:30 p.m. Pre-registration required. Call 885-3693.*

Institute of Healing Meditation Class: Every second, third and fourth Tuesday. 12-1 p.m.C 417. Call 563-4459.

Institute of Healing Arts and Sciences Meditation Class: Tuesdays. Noon-1 p.m. Call 563-4459 for location.*

Campus Amnesty International Meeting: First Tuesdays. MU 111W. Noon-1 p.m. Call 566-8406.*

Gospel Choir Rehearsal at UCSF: Weekly at MCB. Noon. Call 502-0106.*

Parkinson's Disease Education & Support Group: For people with Parkinson's & their caregivers. Third Tuesdays. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

Parnassus Players: UCSF's theater group meets first Tuesday at Millberry Union Conference Center. Times vary. Call 921-3231.*

Nurses' Pain Association Meeting: Second Tuesdays. C 254. 5:30-7:30 p.m.*

Brain Tumor Support Group: First Tuesdays. C 130. 7:30-9 p.m. Call 284-0208.*

Wednesday

Gay, Lesbian, Bisexual Association at UCSF Meeting: Second Wednesdays. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues attend. Call 282-9650.

Support Group for Family/Friends of Those with Mental Illness: For those interested in psychiatric disorders and treatments. Call Laura Deering-Mayclin at 476-7394.*

Elder Care Support Group: Wednesdays, Through Nov. 6. C 258. Noon-1 p.m. Call 476-2692 to register.*

Latin American Campus Association Meeting: Second Wednesdays. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

Latin Women Coalition: For Latina faculty, staff and students. Noon-1 p.m. Call 476-7117.*

Parnasus Al-Anon Meeting: For friends and families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

Tai Chi Classes: Staff welcome. UCSF/Mount Zion Cancer Center. Healing Garden, 2356 Sutter. 12-1p.m. 885-3693.*

Alcoholics Anonymous Meeting: Closed meeting: Conference Room 3, first floor, MCB. 12:05 p.m. Call 621-1326.

MHONA: For victims of trauma with cross disabilties. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Helpline also provided daily, 7 a.m.-10 p.m. at 759-7923.*

Trauma/Injury Support Group: First and third Wednesdays. SFGH Library, Bldg. 30, room 3101. 2:30-4 p.m. Call Laurie Barkin at 206-8402 or Dr. Yigal Ben-Haim at 753-1000.

San Francisco City Chorus Rehearsal: 7 p.m. Call 765-SONG.

Eating Disorders Support Group: Open to anyone dealing with an eating disorder in themselves or others. Meets first and third Tuesdays. M 688. 7-8:30 p.m. Call 332-3425.*

Co-Dependents Anonymous Meeting: 12-step program for people with dysfunctional relationships. A119, LPPI. 8-9:30 p.m. Call 432-3529.*

Thursday

AWAKE Meeting: Alert, Well And Keeping Energetic is a support and education group for people with sleep apnea and their families. Third Thursdays. Bring CPAP equipment for check-up. Call 885-7886.*

Dance Therapy Class for Cancer Patients and Survivors. Release tension, regain confidence and explore personal meanings of illness. 10:30 a.m.-Noon. UCSF/Mount Zion Cardiac Care Center. Pre-registration is required. Call 885-3693.

Gospel Choir Rehearsal at UCSF: Weekly rehearsals at Parnassus. Noon. Call 502-0106.*

Head & Neck Cancer Surgery Support Groups: Separate groups for patients and families meet simultaneously on second and fourth Thursdays. J 221, UCSF/Mount Zion Cancer Center, 2356 Sutter. 1-2 p.m. Call first 885-7623.*

Association of Clinical Research Nurses Meeting: Meets every other month, alternating between UCSF and Stanford. 5:45-7:30 p.m. Call 476-0683.*

Support Group for Women Living with Life-Altering Illness: Alternate Thursdays. 6-8 p.m. Call 775-2854 to pre-register.*

Friday

Circle of Sisters: Networking forum for black women working and studying at UCSF. Second and third Fridays. Noon-1 p.m. Call 502-5666.

Weight Watchers Meeting: S 159. Noon-12:45 p.m. Call 476-6148 or 476-6241.*

Alcoholics Anonymous Meeting: Closed meeting: C 417. 12:10-1 p.m. Call 621-1326.*

Lakeside Senior Medical Center Caregiver Support Group: First Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 986-2305.

For information on 12-step and support groups call the Bay Area Self-Help Center at 772-4357 or the Mental Health Association of San Francisco at 882-6230.*

*OPEN TO THE PUBLIC

Newsbreak deadline

Tuesday, Oct.15 is the deadline for items to be listed in the next calendar, which covers Oct. 26–Nov. 8, 1996 (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for calendar items to Brad Foss at (bfoss@itsa.ucsf.edu), mail it to Box 0462, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3163. To submit an article for Newsbreak/Medsounds send email to Lisa Cisneros at (cisnero@itsa.ucsf.edu), or fax her at 476-3541.

Breast cancer screenings

Women can have low-cost mammograms — X-rays to screen for breast cancer — from UCSF's mobile van that travels to convenient locations in the Bay Area. Women need the approval of their physician, in addition to their doctor's full name, address (including room number & zip code) and phone number to ensure that results are mailed promptly.

The procedure takes about 20 minutes and costs $65. Call 476-2193 between 9 a.m. and 3 p.m. to make an appointment.* Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Friday, Oct. 25: UCSF/Parnassus at Medical Center Way.
- Friday, Nov. 1: UCSF/Parnassus at Medical Center Way.

UPCOMING EVENTS

Pharmaceutical lectures

Stuart L. Schreiber, professor of chemistry and chemical biology and molecular and cellular biology at Harvard University, will speak at UCSF's Department of Pharmaceutical Chemistry's three-day Troy C. Daniels Lectureship, beginning on Wednesday, Oct. 16 with "Conditional Inactivation of Signaling Proteins Using Chemical Genetics," in N 225, at 4 p.m. On Thursday, Oct. 17, he will present "Conditional Activation of Signaling Proteins Using Chemical Genetics" in HSW 300 at 4 p.m. And on Friday, Oct. 18, he presents "Discovery of Ligands for Use in Chemical Genetics" in HSW 301 at 11 a.m.

Ethics conference

Patricia Benner, a professor in UCSF's Department of Physiological Nursing, will be one of the featured speakers at a two-day conference entitled "Moral Sources and Relational Ethics: A Norwegian-American Dialogue on the Work of Knud E. Løgstrup" to be held Friday and Saturday, Oct. 18 and 19 in N 225.

The conference is sponsored by the Department of Physiological Nursing and World Health Organization Collaborating Center, in cooperation with the University of Tromso.

Løgstrup was a theologian and philospher who studied with the German philosophers Husserl and Heidegger. His work has inspired health professionals in the area of relational ethics and moral sources of ethical practice. Discussions begin at 1 p.m. on Oct. 18 and at 10 a.m. on Oct. 19. The event is free for students and $50 for non-students. To register, call 476-4313.

Race for the Cure

The Sixth Annual Race for the Cure will be held Sunday, Oct. 20 beginning at Sharon Meadow in Golden Gate Park. Proceeds from the race finance educational programs, free mammography screenings and follow-up examinations for Bay Area women with limited resources, as well as numerous community breast cancer grants. To sign up for the UCSF team, call Stephanie Holt at 885-3683.

Registration fee, which is $18 prior to the event, or $22 on race day, includes a T-shirt and goodie bag. Entry forms may be ordered by calling 1-800-698-8699.

UCSF hosts talent show

The first campuswide talent show since 1989 will be held Wednesday, Oct. 23 at 7 p.m. The show, "Skits and Scats," brings together an eclectic collection of performers who study, teach or work at UCSF to help raise money to repair the Cole Hall Cinema sound system.

Admission is free, though donations will be accepted at the door. Entertainers include: Ira Herskowitz, MacArthur Fellowship Scientist with the Department of Biochemistry playing his popular DNA folksongs on guitar; Elaine Dempsey, country/blues singer and recreational therapist at Langley Porter; Stephanie Anderson, belly dancer and Med IV student; and the eight-member all-female a cappella choir Savina, which includes students Lily Hwang and Heather Clague singing folk songs from Eastern Europe. The show is co-sponsored by EMPACT! and Associated Students of UCSF. For more information, call 476-6932.

Female circumcision

Meserak "Mimi" Ramsey, the director and founder of Forward USA, an organization working to eradicate the practice of female genital mutilation, will present "Robbed of Emotions: Surviving Genital Mutilation" on Thursday, Nov. 7. The free lecture and discussion is sponsored by the UCSF Women's Resource Center and will be held in HSW 302 from 12 to 1 p.m. As a girl in Ethiopia, Mimi was mutilated by people doing their best to ensure that she would attract a good husband. As an adult, she now tells people around the world about the pain and misery caused by female circumcision. For more information, call 476-5222.

Stars perform to benefit UCSF's Cancer Center

Linda Ronstadt and Aaron Neville

Vocalists Linda Rondstadt and Aaron Neville, as well as Emmy-award-winning comedian Dennis Miller, will entertain a black-tie event to benefit UCSF's Cancer Center on Thursday, Nov. 7 at Davies Symphony Hall in San Francisco.

The event also features a host of pre- and post-concert dinners and receptions, as well as a silent auction. Tickets range from $50 to $1,500.

A seven-time Grammy Award winner, Ronstadt's musical styles include big band, jazz, opera, Mexican and Afro-Cuban. Neville, who has received four Grammys, including one for a duet he recorded with Ronstadt, possesses one of the most distinctive voices in popular music. The show will be opened by Miller, who is best known as the zany former host of "Weekend Update" on NBC's "Saturday Night Live."

Proceeds from "Raising Hope" will directly benefit the UCSF Cancer Center, which is bringing together under one umbrella all aspects of cancer research, patient care, prevention and education.

Tickets are available at the Davies Symphony Hall Box Office at 864-6000, or any BASS ticket outlet or by calling 510-762-BASS.

Gladstone lecture

The Gladstone Distinguished Lecture this year will be on Thusday, Nov. 21, at 4 p.m. in the Carr Auditorium at SFGH. The speaker will be Gunter Blobel, professor, Laboratory of Cell Biology at Rockefeller University. See the next issue of Newsbreak for more on this lecture.

Heart disease seminar

The American College of Cardiology's Fourteenth Annual Advances in Heart Disease conference will be held at The Sheraton Palace Hotel in San Francisco, from Friday to Sunday, Dec. 13–15.

Topics to be covered this year include those of general cardiology interest, heart failure, hypertension, chest pain, coronary artery disease, invasive cardiology, and prevention of cardiovascular disease. Emphasis will be placed on how these topics affect the practicing clinician in cardiology, internal medicine, pediatrics and family practice. Several UCSF faculty members will speak.

The registration fee is $430 for ACC members and $505 for non-members. After November 29, a $50 charge is added. Fees are reduced to $275 for residents, nurses, and fellows-in-training. For more information, call 1-800-253-4636, ext. 695.

Staff performance awards are coming

Employees who have worked at least a year at UCSF may be eligible for performance awards this fiscal year.

All non-academic career, casual and casual/restricted employees are eligible to participate in the Performance Award Program, with exception of employees in Per Diem appointment and those in the following collective bargaining units: technical unit, research and support professionals and police officers.

All awards are limited to 10 percent of an employee's annual base salary.

Award funding will be about 1.3 percent of payroll for all staff titles except for health care titles, which due to market and other considerations, are limited to about .47 percent of payroll. A uniform assessment process has been implemented to ensure consistent and equitable funding across all fund sources.

Performance awards may be in the form of cash prizes or money allocated for paid leave, for individual and group staff development, professional seminars and conferences or other training opportunities. "In kind" awards such as small cash bonuses and/or "Bear Hugs" given on-the-spot for immediate recognition cannot be funded through this program.

Performance awards criteria are as follows:

Outstanding performance: Demonstrated and sustained outstanding performance that consistently exceeds goals and job expectations in quantity and quality.

Teamwork: Acting as an exceptionally effective and cooperative team member in carrying out goals of the department/unit.

Creativity: One-time innovation or creation that results in time/dollar savings or benefit to operations/organization.

Organizational abilities: Extraordinary skills in leadership resulting in the accomplishment of significant departmental/unit goals and objectives.

Work incentives: For meeting productivity, customer service and other goals.

Open enrollment starts Friday, Nov. 1

UCSF employees should mark their calendars: Open enrollment begins Friday, Nov. 1 and continues through Sunday, Nov. 24.

In other benefits news, the UC Bay Area Annuitant Fair will be held Saturday, Nov. 16, from 9 a.m. to 1 p.m., at the Berkeley Marina Marriott, 200 Marina Blvd., Berkeley.

During the three-week open enrollment period, eligible faculty and staff have the opportunity to change enrollments in UC-sponsored medical, dental, vision and legal plans, as well as the Dependent Care Assistance Program (Depcare) and the Tax Savings on Insurance Premiums (TIP) program.

Open enrollment materials, which will include an overview of all benefits changes, will be mailed to home addresses starting the week of Oct. 13. UCSF employees who have not received open enrollment materials by Wednesday, Oct. 23, should notify the Campus Benefits Office at 476-6387 so that they can receive the information.

The schedule of open enrollment meetings at various UCSF locations is listed below. All meetings will be held from noon to 1 p.m., except for the first and last sessions. Representatives from each carrier will be available to answer questions and hand out information at the first session from 8 a.m. to 3 p.m. on Monday, Oct. 28 at the Millberry Union. The last session, on Tuesday, Nov. 19, will be held from 5:15 to 6:15 p.m.

Open enrollment meetings

- Monday, Oct. 28–Millberry Conference Center
- Tuesday, Nov. 5–Mount Zion, Hellman Conference Center
- Wednesday, Nov. 6–SFGH, Carr Auditorium
- Friday, Nov. 8–Toland Hall
- Monday, Nov. 11–N 217
- Wednesday, Nov. 13–Mission Center Building, Room 125
- Thursday, Nov. 14–VAMC Auditorium (Building 7)
- Tuesday, Nov. 19–Toland Hall

HIV/AIDS funds available

Applications are due Friday, Nov. 15, for the seed grant program of the California Multicenter AIDS Research Consortium, supported by the Universitywide AIDS Research Program and AIDS Clinical Research Centers (ACRC) at UCSF, UCLA and UCSD.

Up to $75,000 in grant funds are available for a year to facilitate the rapid and timely implementation and conduct of novel statewide multicenter research projects in HIV/AIDS. Studies that may qualify for support under this program include clinical trials, epidemiology, social-behavioral and prevention research to involve researchers at all three ACRCs. Applications should be submitted to a combined review commitee. Additional information and application instructions can be obtained by contacting Layne Ethington, UCSF Box 0422, 476-8857.

TB tests for students

Student Health Services is performing TB skin tests for UCSF students through next spring.

All new and continuing students should report to Student Health Services, located in room U 380, between the hours of 9 a.m. and 4 p.m. Each school has been scheduled a time slot, although a limited number of tests can be performed on a drop-in basis. Students who need more information on TB skin tests should call Student Health Services at 476-1281. Meanwhile, the UCSF Medical Center is stepping up efforts to help prevent the risk of TB among staff who have patient contact. See story on page 8.

UC posts revised plan for faculty compensation

The University of California is proposing to establish a single, uniform Health Sciences Compensation Plan to govern compensation arrangements with the vast majority of health science faculty.

The plan, available online at (http://www.ucop.edu/acadadv/acadpers/apm/review.html), will combine, update and replace the existing Medical School Clinical Compensation Plan (MSCCP) and the General Health Science Compensation Plan into one Health Sciences Compensation Plan.

Those without access to the Web or who wish to comment on the policy change, should contact Diane Dillon, Box 0400, or via email at (dillond@chanoff.ucsf.edu) by Wednesday, Oct. 23. To receive a copy of the plan, call Stella Kiyota at 476-4574.

Closely patterned after the existing MSCCP, which covers faculty with patient care responsibilities in the medical schools, the proposed plan would also cover faculty in the schools of dentistry, nursing and pharmacy and faculty without patient care responsibilities in the schools of medicine. These faculty members are presently covered by the general plan.

One of the major policy changes in the proposed plan allows for administration of compensation to be conducted at the academic programmatic unit, a move the UC Office of the President says is generally necessary for effective management. This means each unit would have increased flexibility to develop local procedures, establish fund accounts and reserves, and budget. Giving units control over compensation administration is in response to concerns that, operationally, the compensation plans for faculty in the basic sciences may need to be separated from those for clinical faculty.

In addition, language has been added to acknowledge that fund source restrictions, such as those associated with federal contract and grant funds, must be observed when establishing compensation arrangements.

LRDP (from page 1)

tional control of UCSF and Stanford's clinical facilities may be transferred to a new nonprofit public benefit corporation. The Regents are considering the proposal and are expected to take final action in the coming months.

In May, the Regents approved the formation of the Brown & Toland Medical Group to offer managed care referrals to physicians practicing at UCSF Medical Center, UCSF/Mount Zion or California Pacific Medical Center.

The proposed changes to the campus' long range plan aren't expected to create any new significant environmental impacts, but the revised draft analyzes possible effects in areas such as transportation and parking, air quality, noise, hazardous materials and employment and housing.

Most elements of the draft LRDP remain unchanged. It outlines a continuing need for an additional 3.4 million square feet of space at UCSF — about 65 percent more than the 5 million square feet of space currently occupied at all of its sites.

UCSF expects to meet some of its space needs at existing sites, primarily by full occupancy of buildings such as Laurel Heights and by completion of approved plans at UCSF/Mount Zion. The remaining need, along with current space to be consolidated at a central location, would be met at a new campus site of 2.65 million square feet. UCSF is considering three possible locations for the campus site: Brisbane Baylands-Executive Park, Harbor Bay Business Park in Alameda, and Mission Bay in San Francisco.

Copies of the draft LRDP and the draft EIR are available at the UCSF Public Affairs office at Laurel Heights.

Written comments on the recirculated draft EIR may be delivered to Michelle Schaefer, environmental coordinator, UCSF Campus Planning, 1855 Folsom St., Suite 566, San Francisco, CA 94143-0286.

MEDICAL CALL BOARD

Body movements

Men and women aged 18 to 40 and over 70 are sought to participate in a study investigating body movements during sitting. Experiments will require subject to undergo measures of strength and balance, and sit down onto chairs of different height.

Subjects must meet the following criteria: be able to read English; be able to sit and stand independently, and walk a distance of 15 feet (with or without use of a cane); have no neurological disease; have no amputations, severe arthritis or other debilitating orthopedic problems; and be able to read newspaper print from a distance of two feet, with or without corrective lenses.

Experiments will be conducted at the Biomechanics Laboratory at SFGH. Subjects will be paid $10 per hour. The experiment is expected to take about four hours. Interested individuals should contact James Chiu, Barbara Jordan or Steve Robinovitch at the lab, 206-6865.

Bone density

Researchers from the UCSF Osteoporosis Research Programs are seeking women volunteers for a study on bone density measurements.

Study participants must be between the ages of 60 and 85, and must have broken a hip within the last two years. Each qualified participant will be given a free bone density measurement test and will be reimbursed $75 for participating.

More than 200 million women worldwide suffer from osteoporosis, a disease that causes the bones to become thin, fragile and vulnerable to fractures. About 250,000 Americans each year have hip fractures as a result of the disease. Hip fractures are debilitating and almost always require hospitalization. For more information about the study, interested volunteers should call 476-8447.

Depression

The UCSF Department of Psychiatry is seeking volunteers to participate in a study on the role of two steroid hormones, cortisol and DHEA, in depression. Participants must meet the criteria for major depression and have no other serious health problems. Weekly morning visits are required during the seven-week study. Visits will include a blood draw and mood and memory assessment. Investigational treatment medication and a thorough evaluation of depression by the study physicians for clinical referrals will be provided at no charge. Interested individuals should contact Audrey Keebler at 476-5858.

Mid-life women

The UCSF School of Nursing is seeking San Francisco women between the ages of 40 and 45 to participate in a four-year observational study of physical and social changes that may affect women's health.

The study will describe changes over time in the health and well-being of African-American, Mexican-American and European-American women. Participants in the study must have been born in the US or have lived in the this country for at least 25 years, and must not currently be pregnant or breast feeding.

Women who take part in the study will be required to answer questions every two months by telephone and to participate in a home visit every six months over the next four years. Participants will receive $10 for each home visit as well as the results from various tests conducted during the visits, including laboratory values, diet and nutritional assessment, blood pressure, and sleep patterns. For more information on the study or to enroll, call 476-4435.

MLK nominations due Oct. 18

Nominations are now being sought for the Dr. Martin Luther King Jr. Awards to be given during MLK Week in January. Three awards are given annually: One each to a faculty/academic member, a staff member and a student.

Nominations must be returned to the Affirmative Action/Equal Opportunity Office, Box 0988, 145 Irving St., by 5 p.m. on Friday, Oct. 18.

The selection criteria are as follows:

Extraordinary leadership in the development and implementation of programs/activities which have:

- promoted and advanced mutual respect, understanding and appreciation for the cultural and ethnic diversity within the UCSF campus community;
- promoted and advanced the recruitment and hiring/admission of underrepresented ethnic groups at UCSF;
- promoted and advanced the retention and career mentoring of such people at UCSF;
- assisted in ensuring equal opportunity for career advancement for this group, and;
- encouraged the participation of traditionally underrepresented groups in campus committees, activities and events.

Greater consideration will be given to those employees who work above and beyond their normal job duties. Any member of the campus community may nominate someone.

For more information or for nomination forms, call the Affirmative Action/Equal Opportunity Office at 476-4752. Nomination forms are also available at the Office of the Chancellor, S 126, and at the Moffitt Hospital Information Desk.

Medsounds

Crowd goes *Wild at Waterworld*

Photos by Chris T. Anderson

Some 4,000 UCSF employees and their families and friends gathered at Waterworld USA in Concord recently floating, sliding and splashing themselves under sunny skies.

Sponsored by the UCSF Medical Center and EMPACT!, with financial support from Pac Bell, the Sept. 28 event featured live entertainment arranged by Arts & Performances and a lunch in the park's luau area. Other event sponsors, who were gratefully acknowledged, were Omnicell, Healthcare Security and Mount Zion Health Systems.

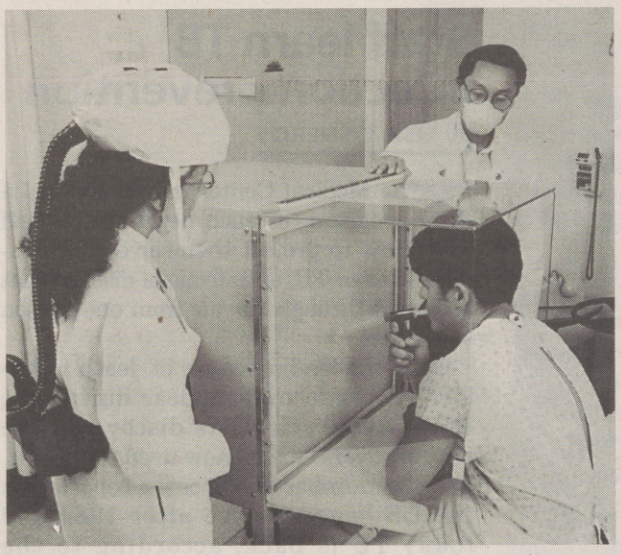
The family picnic day proved so popular that more than 1,500 people were put on a waiting list to attend, reports Gail Mametsuka, EMPACT! coordinator. As a way to compensate for their unfortunate absence at the park, EMPACT! will offer these people a special day to buy tickets to the next employee extravaganza.

Pictured having fun at Waterworld, in photos from top to bottom, left to right, are Amber Apigo, 6, daughter of Rosalie Apigo; Beverly Arevalo, who is caught by surprise by her mother, Brandy Seben-Kelley, both of whom are UCSF employees; Bruce Schroffel, director of operations, seated at the dunk tank; and Jasmin Ben, 7 as she is interrupted during lunch.

TB (from page 8)

ease can be treated and cured if they seek medical attention.

The Medical Center's TB Exposure Control Program seeks to reduce TB exposure risk through early identification of TB infection. "The program includes an employee health surveillance effort to determine infection status so that appropriate treatment can be started to prevent active disease," says Suzi Goldmacher, manager of Employee Health Services.



Medical Center staff demonstrate TB protective equipment

In addition, staff who come in direct contact with patients in the hospitals and those from selected outpatient areas will be attending workshops where they will learn how to use personal protective equipment to ensure their own safety.

"The fit-testing part of the program is being launched now in response to the recent certification by the National Institute of Occupational Safety & Health of N95 respirators, which are capable of filtering out at least 95 percent of contaminants including airborne bacteria such as TB bacillus," explains Cindy Lima, safety officer at the Medical Center.

Staff will have easy access to carts containing various sizes of masks that will be placed outside patient rooms that require such airborne precautions to be taken.

By law, staff who have the potential to be exposed to TB must be medically screened and must be fitted for respirator masks so that they know which style and size best fits their facial features, says Lynn Dow, nurse educator. Staff will be able to try on two different types of N95 respirators.

"The purpose of any respirator is to protect the respiratory system from inhaling hazardous materials or agents," explains Steve Kelly of Environmental Health & Safety. "As staff try on the mask, they are exposed to saccharin to see if they can taste it. If they can taste it, the mask does not have the proper seal and we will work with them to adjust the mask or try a different size of style until we obtain a good fit."

What if someone has a beard? "If an employee cannot find an appropriate fit, such as when facial hair prevents a good seal, the employee can wear a powered air purifying respirator," says Micaela Presti of Nursing Education.

These portable, battery-operated units filter air from the environment and pump it into a hood creating clean, positive air pressure within the hood. For more information about TB education and control, call Infection Control at 476-5793 or Employee Health Services at 885-7580.

Training (from page 8)

Semonoff, assistant director of human resources. And so, with this round of training, the Medical Center is offering a 12-week course in reading, writing and speaking English.

Employees also will have a chance to get an introduction to personal computers to keep pace with the Medical Center, which continues to make advances in information systems technology. Sandi Gutierrez, administrative analyst in medical records, has already been teaching some employees basics in personal computing, training that has been in demand. "I think they see computing as the wave of the future and they don't want to be left out," Gutierrez says.

As the Medical Center is moving to put more patient records on-line under the PACE project, employees must be acquainted with word processing programs, says Eunice Little, who directs medical records. In addition, she says, sometimes the only requirement holding employees back from being promoted to a higher level position is their unfamiliarity with medical terminology. "This is a great opportunity to take an accelerated course that can be reinforced in the work environment," she says.

While the Medical Center will cover more than 90 percent of the cost to have local instructors from San Francisco's City College and the Academy of English teach at various UCSF worksites, employees who sign up for the courses must be willing to learn on their own time and pay $25 per course. Schroffel hopes that by asking employees to co-pay for the voluntary training program, they will feel a greater sense of commitment to learn as they invest in their future.

And while the schedule of classes should allow employees to attend before or after their regular work shift, some employees may need to request an adjustment in their schedule to take a class. Schroffel asks managers to be flexible in scheduling as long as operational requirements are met.

To be eligible for training, employees must have at least one year of service, must be hired in career or casual positions with no end date, must have an overall rating of at least "satisfactory" on their latest performance evaluation and must not have been formally disciplined in the past year.

Prevent influenza with vaccination

Mid-October means it's time to get vaccinated against the dreaded flu, an acute viral infection that enters the respiratory tract before bombarding the entire body.

With symptoms that include fever, chills, headache, sore throat, cough, gastrointestinal problems and muscular pain, the flu contributes to about 20,000 deaths in the US each year. And while there is no drug that cures the flu, vaccines available at UCSF and at public health clinics in San Francisco are 70 percent effective in preventing the virus in healthy persons, says Suzi Goldmacher, administrative nurse manager of Employee Health Services. The 1996 vaccine is considered safe, although a few people experience some side effects.

Vaccines do not provide complete immunity against all strains of flu viruses that may be circulating, but they are highly recommended for all health care workers who treat patients in clinics and hospitals. Flu shots also are recommended for those at greatest risk from severe effects of the flu including people over 60, children with asthma, and all patients who have chronic heart, lung or liver diseases, diabetes, HIV disease and other similar illnesses.

UCSF Employee Health Services receives a limited number of the vaccine, which will be administered for free to employees who have patient contact. These employees may drop in between 8:30 to 11:30 a.m. and from 1:30 to 3 p.m. on Tuesdays and Thursdays, Oct. 29, Oct. 31, Nov. 5 and Nov. 7, at the following UCSF sites: Ambulatory Care Center, Room A96K and at UCSF/Mount Zion, Employee Health Services, 2186 Geary Blvd.

Flu shots also will be available for $2 (or free for those with MediCare cards) on Tuesdays and Thursdays, Oct. 29 and 31, Nov. 5 and 7, from 8:30 to 11 a.m., at the various clinics listed below:

- Castro Mission Health Center, 3850 17th St., 487-7500
- Maxine Hall Health Center, 1301 Pierce St., 292-1300
- Silver Avenue Family Health Center, 1525 Silver Ave., 715-0355
- Chinatown Public Health Center, 1490 Mason St., 705-8591
- Ocean-Park Health Center, 1351 24th Ave., 753-8163
- Potrero Hill Health Center, 1050 Wisconsin St., 648-3022. This center will also offer the flu shot during other hours.

Flu shots also are available on Wednesday, Nov. 6, from 8:30 to 11 a.m., at OMI Pilgrim Community Center, 446 Randolph St., 753-8163; on Wednesdays, Nov. 6, 13 and 20, from 2:30 to 4 p.m., at the Southeast Health Center, 2401 Keith St., 715-4000. Flu shots will also be given Nov. 18 through Dec. 31, Monday through Friday, 2 to 4 p.m., at the Tom Waddell Clinic at 50 Ivy St. (Near Polk and Grove streets.)

UCSF
Medsounds

Medical Center News for the UCSF Campus Community VOL. 11, NO. 17 OCTOBER 11, 1996

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3 UCSF revamps research administration procedures.

6 UCSF holds meetings on open enrollment through Nov. 19.

Chris T. Anderson

Doling out doughnuts

Judy White, left, administrative analyst and assistant to Jane Hirsch, director of nursing, hands out doughnuts to elderly folks at the Salvation Army Annual Senior Picnic in Golden Gate Park during the Week of Caring. Nearly 500 UCSF employees, or one out of every eight Bay Area volunteers, joined the effort on projects ranging from reading to children to delivering meals to AIDS patients.

Med Center trains for a new tomorrow

By LISA CISNEROS

Classes begin next month in the first basic training program to be sponsored by the UCSF Medical Center for the benefit of employees who choose to enhance their skills.

Staff will have opportunities to learn basic English, math and computer skills as well as medical terminology to prepare themselves for a health care industry that is in the midst of reinventing itself.

"While none of us can predict what specific skills our employees will need in the future, we are presenting four educational programs which we believe will provide employees individual opportunities to make themselves more competitive for future jobs, and at the same time, enhance the services that we offer," says Bruce Schroffel, director of operations.

As space is limited, employees interested in these classes are encouraged to sign up by Wednesday, Oct. 16.

Part of a strategy to survive and thrive in a health care market that demands that cutting-edge patient care coincide with cost containment, the UCSF Medical Center is working on several fronts to reengineer its clinical services. It is one of many hospitals across the nation that is changing the way it delivers care since access to patients — and its future in teaching tomorrow's health care providers — is clearly threatened if business-as-usual prevails.

"We live in an environment where competition in the market and patient expectations continue to rise," Schroffel says. "We must continue to improve our service to both our patients and our internal customers."

Last year the Medical Center offered about 280 hospital staff intensive workshops when it redesigned inpatient services. The patient care redesign marked a fundamental change from the Medical Center's decentralized health care delivery system, which had many staff from different departments performing specialized tasks, such as drawing blood or delivering food, to a team approach that fosters continuity of care in a more cost-effective manner.

During that training program and through surveys of employees in various departments, administrators have found that training should focus on the basics, like workplace literacy, says Susan

(See **Training** on page 7)

Heart specialists premier new pacemaker

By JEFFREY NORRIS

In an effort to bolster the heart of a 50-year-old man with an advanced case of congestive heart disease, UCSF physicians last week implanted a "bi-ventricular" pacemaker, the first of its kind to be approved by the FDA for a national multicenter trial.

The patient is recovering normally from the surgery.

Heart specialists Leslie Saxon, an electrophysiologist, and Scot Merrick, a cardiac surgeon, at the UCSF Medical Center are the first clinicians to use the new type of pacemaker to treat congestive heart failure, a deadly heart disease on the rise even as heart attack deaths are falling.

In congestive heart failure the heart muscle gradually weakens in a futile effort to compensate for any of a variety of physiological insults to the cardiovascular system that may hinder the muscle in pumping lifeblood to all tissues. The most distinct anatomical marker of the disease is thickening of the heart chamber walls followed by enlargement of the heart. Despite the best drug therapy, the disorder often progresses on its own even when the precipitating conditions do not worsen.

The new pacemaker is designed to bolster the pumping power of the two largest heart chambers, the ventricles, and to thereby improve circulation of oxygen-carrying blood throughout the body. In contrast to a traditional pacemaker, which most often is used to electrically stimulate and pace contractions in the right ventricle to quicken a slow heart rate, a bi-ventricular pacemaker stimulates contractions in both right and left ventricles simultaneously.

Congestive heart failure afflicts one percent of the US population, including about 10 percent of medical patients aged 75 and older. It arises secondarily to other cardiovascular problems, such as high blood pressure, which forces the heart to pump harder, and heart attacks and advanced coronary artery disease, which kill parts of the heart muscle or deprive it of oxygen. An additional cause is a faulty heart valve.

The disease saps strength, restricts normal activities and often leads to deadly complications in oxygen-deprived tissue.

"The incidence of death remains high for congestive heart failure in spite of improved drug therapy," Saxon explains. "And for patients with advanced cases there are only a limited number of donor hearts available for transplantation. New and better treatments are vitally needed."

Manufactured by CPI, part of Guidant Corporation, the pacemaker was approved by the FDA as an "investigational" device.

Along with clinical researchers at several other medical centers that are participating in the study, the UCSF researchers will evaluate whether this totally new form of treatment can help the heart pump blood more efficiently, reduce symptoms, and improve patients' ability to perform normal activities.

Heart surgery on patients at this stage of disease involves a small but significant risk, but because from 10 percent to 20 percent of these patients die yearly, the comparatively small risk from surgery is acceptable, Saxon says.

Disaster drills slated for October

The next Medical Center disaster drills will be held on Thursday, Oct. 24 at 10 a.m. on Parnassus and at 2 p.m. at Mount Zion. Post-drill critiques will follow immediately after the hour-long drills in conference room 190 at LPPI and in the executive board room at Mount Zion.

Medical Center managers and supervisors are encouraged to attend the next disaster education program, scheduled for Tuesday, Oct. 22, from 9:30 to 11 a.m., in the Clinical Sciences building, room 701.

Staff learn TB infection prevention

By LISA CISNEROS

The Medical Center has intensified a program to teach health care staff how to protect themselves from tuberculosis or TB, an infectious disease that is spread through the air from one person to another.

Once the leading cause of death in the US, TB began to disappear during the 1940s when scientists discovered the first of several drugs now used to treat it. But the number of TB cases reported in the US began to rise after 1984 and today TB is back, according to the Centers for Disease Control.

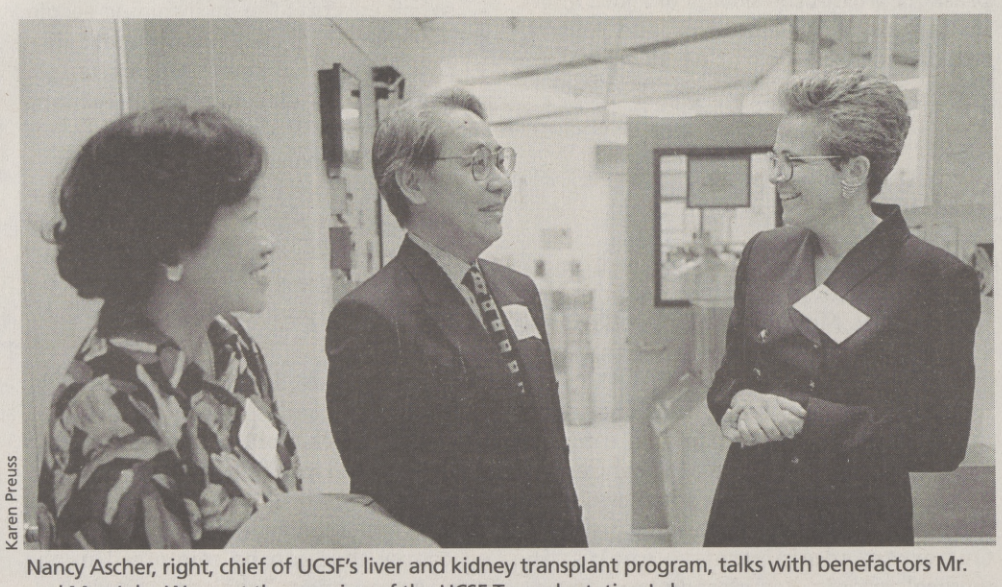
While San Francisco only sees about 200 new cases of TB per year, UCSF's medical centers on Parnassus and at Mount Zion can expect to see about 25 patients with the disease, according to Marilyn Jordan, an infection control nurse. "The risk of acquiring TB in the workplace usually involves working with patients with undiagnosed pulmonary TB," she says.

Although TB bacteria may move to almost any part of the body, such as the kidney, spine and brain, the bacteria usually settles in the lungs or throat — which can be infectious when a person with the disease coughs or sneezes. People nearby may breathe in the TB bacteria and become infected.

But TB infection may go undiagnosed and untreated because those infected show no symptoms and don't feel sick. At some point, though, their immune systems may weaken, causing the TB bacteria to become active, multiplying in their body until they develop TB disease.

Fortunately, TB disease can be prevented by avoiding unnecessary exposure to TB organisms and by detecting infection at its earliest, most easily curable stages, Jordan explains. People infected with TB but who are not yet sick can take medicine so that they never develop the disease and those with the dis-

(See **TB** on page 7)



Karen Preuss

Nancy Ascher, right, chief of UCSF's liver and kidney transplant program, talks with benefactors Mr. and Mrs. Jules Wong at the opening of the UCSF Transplantation Lab.

UCSF opens transplant research lab

The UCSF transplant team joined recently with patients and other well-wishers to celebrate the opening of the UCSF Transplantation Research Laboratory.

The occasion also marked the beginning of a new effort to seek additional support for the UCSF Transplantation Fund.

Located on the fifth floor of Health Sciences East, the new transplant lab significantly increases the team's research space to a total of 3,700 square feet.

Surgery chair Ted Schrock spoke at the event and praised the UCSF team as a "world-renowned" unit practicing the best transplant medicine today.